



## GOVERNOR'S STATE WORKFORCE INVESTMENT BOARD

State of Montana

Brian Schweitzer, Governor

Issue 18

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Mar–May '07

### Montana Arts Council

A survey commissioned by the Governor's Office of Economic Opportunity and the Montana Arts Council indicates the arts community is often overlooked when Montana and other states are focusing on economic development. The focus of the survey was to determine the economic impact the arts have on Montana's economy. Montana artists participating in the survey self-reported information such as: income and sales for 2003, artistic discipline, residency, employees, and distribution methods. The study obtained additional information from the Montana Department of Labor and Industry, US Department of Commerce, U.S. Census 2000, and a similar study performed in another state.

Often viewed as a "hobby", the arts were identified as a serious contributor to Montana's economy. The 795 responding artists reported total sales for 2003 of \$28, million, representing more than \$21 million coming from outside Montana. The report estimated total direct value of sales as \$165 million, which was calculated by assuming Montana's artist population is 5,840 (*US Department of Census 2000*), and that the reported sales values were representative of all Montana artists. The estimated direct out-of-state sales would be \$126 million. Expense amounts collected were for materials, marketing, and miscellaneous expenditures; all representing direct sales for other businesses in Montana.

Survey responses were sorted by artistic discipline, and include: crafts, design, literature, media, performing arts (music, dance, theatre), photography, traditional arts, and visual arts (painting, drawing, sculpting, etc.). Over half of the respondents were visual artists. Half of the responding artists indicated their art was their sole source of personal income. Almost one-half of respondents stated they are full-time artists, and just over one-half indicating they are part-time artists. The majority of artists who make more than \$110,000 a year are writers or visual artists.

Responses were aggregated by zip code of the respondents mailing address to determine residency by major city, as well reservation. Also discussed was the artists' length of residency in Montana, and future plans to move either within Montana or out of Montana. The study found half of artists have been long-term residents of Montana, and many artists moved to Montana from other states or areas in Europe, most intent to stay. Although Montana's quality of life has been the top-ranking reason to move to Montana, it is not an easy location for artists to make a living.

Only 72 respondents stated they had employees. However, 44 percent of the top 100 respondents in terms of sales have employees. Artists distribute their art utilizing many methods. Direct sales and retailers were identified most commonly.

The report summarizes its findings by stating the overall impact in additional income to the state was \$39 million during 2003, or a total economic benefit to the state of almost \$50,000 per responding artist. View the survey at [http://art.mt.gov/resources/resources\\_econartists1.asp](http://art.mt.gov/resources/resources_econartists1.asp). ☂

### Seeking Nominations

The State Workforce Investment Board is soliciting nominations for the **2007 Desiree Taggart Memorial Awards**. Montana workforce development organizations, businesses and individuals are eligible for the awards based on outstanding achievement or

contributions to employment and training efforts in Montana, including: improved productivity, creativity, economy and efficiency in Montana's workforce system.

Award nominations are due to the State Workforce Investment Board

by **May 31, 2007**, and should be mailed to PO Box 1728, Helena, MT 59624. For more information, visit the State Workforce Investment Board's website: [www.swib.mt.gov](http://www.swib.mt.gov) (Resources tab), or contact Chris Wilhelm at (406) 444-4480. ☂

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#### Upcoming Events:

**May 13, 2007**  
Mother's Day

**May 22 - 24, 2007**  
JSEC Meeting  
Bozeman, MT

**May 28, 2007**  
Memorial Day

**June 17, 2007**  
Father's Day

**June 21, 2007**  
First Day of Summer

**July 16 - 19, 2007**  
Workforce Innovations 2007  
Kansas City, MO

**Aug 6-8, 2007**  
NGA Chairs Meeting  
Kansas City, MO

## Message from the Chair



The Workforce Investment Act (WIA) of 1998 requires each state to submit a Five -Year Strategic Plan for workforce development. We are currently in the second five-year cycle, which began in 2005. This plan qualifies states to receive federal funding under the Act. Since WIA is currently undergoing reauthorization in Congress, the USDOL is requiring states to submit a Two-Year Plan (years three and four of the current Strategic Five-Year Plan), which will become effective July 1, 2007.

The strategic plan outlines the USDOL required strategic priorities, as well as goals

identified in the Governor's vision, and workforce investment priorities that Montana will pursue during the next two years.

According to the Workforce Investment Act, the WIA Strategic Plan may be amended and updated at any time, based upon changes in state strategies and priorities. The State Workforce Investment Board should review the Plan continuously, and submit suggestions to the Governor for amending the Plan as appropriate.

On March 20, 2007 the State Workforce Investment Board's Executive Committee approved a draft plan to be posted for a two-week public comment period. Staff received public comment incorporated it into the Plan. On April 20, 2007 the SWIB's Executive Committee approved the final draft for submission to USDOL. The submission

culminates several months of research, work by SWIB staff, and contributions of many individuals. On behalf of the State Board I wish to thank those who contributed to this process and the final product. I appreciate your time and dedication to ensuring for a quality and inclusive plan. I look forward to the next two years of achievements and progress as we work toward a dynamic and innovative workforce delivery system.

A complete copy of the Strategic Two-Year Plan is available on the SWIB website at [www.swib.mt.gov](http://www.swib.mt.gov) (Resources Page). Staff for the State Board will work with the USDOL Regional Office during May and June to ensure that Montana's Plan meets all required compliance elements to receive federal funding as of July 1, 2007. ☂

### State Workforce Investment Board Members

Dan Miles, Chair  
Marty Copps, Vice Chair  
Evan Barrett  
John Beaudry  
Arlene Becker  
Dave Crum  
Thomas Curry  
Michael DesRosier  
Georgia Gibbs-Atkinson  
Michael Grove  
Kirk Hammerquist  
Jacquie Helt  
Llew Jones  
Keith Kelly  
Maureen Kenneally  
Lane Larson  
Robbe Lindsay  
Linda McCullouch  
Mike McGinley  
Thomas McKenna  
Joan Miles  
Rodney Miller  
Sandi Miller  
Michael O'Neill  
Arlene Parisot  
Tony Preite  
Gail Richardson  
Jeff Rupp  
Alan Skari  
Karen Sullivan  
Teresa Wall-McDonald  
Linda Woods

### Staff

Leisa Smith, Director  
Chris Wilhelm, Program Spec.  
Danielle Nettleton, Admin Asst.

### Montana Innovation in Business Day

Brought to you by the Job Service Employer Committee, this event is scheduled for May 22nd in Bozeman. [Montana Innovation in Business Day](#) promises to be packed with great information for businesses and employers.

The key note speaker is [John G. Miller](#). John is a nationally recognized speaker and author on helping organizations make personal accountability a core value. Author of the best-selling "[QBQ! The Question Behind the Question](#)" and the new "[Flipping the Switch](#)". Unleash the Power of Personal Accountability Using the QBQ.

Other speakers include: Keith Kelly, Commission of DLI; Bill Simmons, MasterLube; Kitch Walker, Ripple Marketing; and a panel of Bozeman employers. ☂

## Director's Note



Winter has been busy! We are delighted to have Danielle Nettleton join us as SWIB's Administrative Assistant. Danielle has caught on quickly to the in's and out's of the workforce system which is no easy feat. Other projects have included: The Health Care Task Force Report (presented to the Governor's Office in January); May 1<sup>st</sup> submitted the Workforce Investment Act & Wagner-Peyser Strategic Plan; Assisted the Department of Administration's Procurement Officer with the coordination of the Workforce Investment Act Adult, Youth and Dislocated Worker Request for

Proposal Process; and lastly we have certified six additional One-Stop Systems into our state. Needless to say we didn't have time for any "winter doldrums" and we look forward to the freshness of spring.

Spring is symbolic of new growth, renewed optimism, and inspiration that engenders creativity. In these early months of Spring, SWIB Staff will be looking forward to inviting your feedback as we prepare strategic plans for the next several years. Our intentions remain steadfast: to turn plans into action, support a high performance State Board, and promote strong local vision and leadership. ☂



I value your [input](#) as I work to continually improve the newsletter.  
Chris

# Updates

## Committee Updates

SWIB Committees will have lots of projects for the next two-year term: identify projects out of the Health Care Task Force Report and the State Plan; identify ways to foster connections and partnerships between workforce development and economic development; addressing possible options to influence federal distribution formulas for funding allocation to counties; and identifying areas to focus on regarding Native American unemployment and economic development. Roll up your sleeves!

## WIA Reauthorization

SENATE MAKING PROGRESS TOWARD INTRODUCTION OF BILL TO REAUTHORIZE WIA:  
According to the May 11, 2007 NASWA Bulletin, legislation to reauthorize the Workforce

Investment Act (WIA) is moving closer to introduction in the Senate. Proposed legislation would not consolidate WIA or other workforce programs at the federal level, as the Administration has requested in its legislative proposal transmitted to the Congress on April 24. It is purported to include new language to enhance workforce system evaluation to measure the value of the system. The House may hold-off on scheduling hearings on WIA reauthorization to wait for the Senate to take action on their bill. If the Senate is successful in approving its legislation, the House would use it as its starting point, modify if necessary, approve it and then reach consensus on a bill to send President Bush.

EXPECTATIONS FOR FISCAL YEAR 2008 APPROPRIATIONS:

Congressional leaders are working to approve the budget resolution before the week long Memorial Day recess begins on May 27. While decision-making is far from final, Congressional appropriators appear most likely to fund the workforce system in fiscal year 2008 at the same levels provided in fiscal year 2007. Some on Capitol Hill view level-funding for the workforce system as a victory given the Administration's fiscal year 2008 Budget requested nearly \$1 billion in reductions to the system.

## Job Service Workforce Centers Reorganize to Improve Services

Some of you may have heard about the reorganization of the Job Service Workforce Centers. What's all the buzz about? A press release was issued May

11th from the Department of Labor and Industry announcing the reorganization and explaining how the change is the first phase in plans to better prepare the State's Workforce Centers for the future. View [article](#) and [map](#).  
**NOTE: The reorganization WILL NOT affect the one-stop system.**

## Federal Minimum Wage

The Federal minimum wage increase did not pass. Indications are the failure was due to attaching the legislation to the War Bill. ☂

Reminder—America's Job Bank will cease operations on Sunday, July 1, 2007. Help Desk services for referral, job seeker, and employer assistance will cease on Friday, June 29, 2007 at AJB close of business.

## REQUEST FOR PROPOSAL (RFP) UPDATE

The response deadlines have passed for all three WIA programs, and the evaluations have been completed for submittal to the Department of Administration. The SWIB met on May 4th to select WIA service providers for Adult, Youth, and Dislocate Worker programs.

Please direct questions regarding these RFPs to Gretchen Bingman, Contracts Officer, Department of Administration, State Procurement Bureau, [gbingman@mt.gov](mailto:gbingman@mt.gov) or 406-444-7210. ☂

## News Flash! There's a New MontanaWorks in Town!

by Kate Kahle

On July 1, 2007, several of Montana's workforce programs will move to a new and improved management information system. The new MontanaWorks will improve overall coordination and integration, resulting in better customer service and better program performance reporting capabilities.

The new MontanaWorks will capture data for participants in the following programs:

- Workforce Investment Act - Adult, Dislocated Worker, and Youth
- Trade Adjustment Assistance
- Labor Exchange
- Veterans
- Displaced Homemakers



**Better Customer Service:** The goal of serving participants in every one of these programs is to find them employment. Integrating services of all the programs helps ensure that a variety of services are available and coordinated to meet the goal of employment. The new system enables service providers to see services being provided to a participant by any of the programs and ensures that services are not being duplicated.

**Better Program Performance Reporting:** Each year, the State negotiates performance levels with the U.S. Department of Labor for the federally mandated performance measures. Participant data from MontanaWorks is used to calculate performance outcomes for each of the programs. Built-in edit checks will help ensure that data entered into the database is correct so performance levels can be met. The new MontanaWorks will enable Montana to report on integrated services for all the above programs.

In preparation for the July 1<sup>st</sup> start date, state staff will be traveling to each service provider's community in June to conduct training on the new MontanaWorks. ☂

# One Corner

## Southwest Montana Workforce System

The Southwest Montana One-Stop is a system of physical locations that provide a wide variety of employment and training services through electronic connectivity and the collocation of staff from partnering agencies. Services provided include core services, which are universally available to customers without eligibility determination, and intensive and training services, which may require eligibility determination.

### Mission

To develop a collaborative, integrated, customer driven, workforce investment system that is responsive to all customers. This System will continue to improve the service provided, and will meet the needs of Southwest Montana's workers as well as businesses, by providing eligible workers with the training and skills needed to compete in the workforce.

### Vision

To provide a customer driven, customer friendly system, which prepares, trains, and connects a highly skilled workforce to businesses. The Southwest Montana Workforce System assists individuals in employment and self-sufficiency by providing job training, means to make informed choices and enhanced access to the job market through collocated and coordination of all partner agencies.

### Principles

- Training and services that provides people with jobs to maintain a self-sufficient standard of living.
- Training services that are available to eligible citizens, including workers, with more services provided to those in need.
- Customer satisfaction that empowers the customer to make educated and informed choices about their place in the workforce.
- Youth services that are focused on dropouts and youth in danger of leaving school with no marketable job skills.

Contact the **Southeast Montana Workforce System** at:  
Butte/Anaconda/Dillon Job Service Workforce Center  
2201 White Blvd  
Butte, MT 59701-3829  
406-494-0300

## Bitterroot Workforce One-Stop System

The Bitterroot Workforce System (BWS) works to meet the needs of Ravalli County, warmly referred to as the Bitterroot Valley. Utilizing a campus approach, BWS includes the Bitterroot Job Service Workforce Center as the One-Stop Center and the District XI Human Resource Council Center as the Affiliate Center. The System brings value to its universal customers, both businesses and job seekers.

BWS has 39 current workforce partners and 8 satellite sites throughout Ravalli County. The Satellite Sites provide computers available to the public, and have space available for workforce partners' interviews or meetings. These locations are convenient for many of our customers who find getting to Hamilton difficult or need services outside normal business hours.

The System is organized in 3 tiers. Tier 1 is the Community Management Team and includes all Bitterroot Workforce Partners. Tier 2 is the System Management Team and includes WIA Mandatory and Valued Partners. Tier 3 is the Campus One-Stop Management Team and includes Patti Furniss, Bitterroot Job Service Workforce Center Manager, and Jim Morton, District XI Human Resource Council Center Director.

### Mission:

To respond to the unique needs of Ravalli County, focus on customer-centered services, assist workers in attaining self-sufficiency, and respond to business needs for a skilled workforce.

### Vision:

An informed, well-trained, current and emerging workforce that meets the needs of employers in Ravalli County.

### Principles:

- Streamline services for ease of accessibility to both customers and partners.
- Empower customers to make educated and informed choices.
- Universal access to services for all customers.
- Increased accountability of service providers to meet WIA performance standards.

Contact the **Bitterroot Workforce One-Stop System** at:  
Bitterroot Job Service Workforce Center  
333 W Main St  
Hamilton, MT 59840-2464  
406-363-1822 ☂



## **Currently Certified One-Stops**

- Bitterroot Workforce System
- Capital Area Workforce System
- Central Montana Workforce System
- Flathead One-Stop Workforce System
- Havre Area Workforce System
- Mission Valley One-Stop Workforce System
- Missoula Mineral Area Workforce System
- Missouri River Workforce System
- Northeast Montana Workforce System
- South Central Workforce System
- Southwest Montana Workforce System
- Yellowstone Area System

*"Change is the law of life and those who look only to the past or present are certain to miss the future."*  
~ unknown

**What's SWIB staff doing with one-stops? Four business plans have been under staff review, and ten site reviews have been performed or coordinated. Six one-stops have been certified since the last SWIB meeting. Those six will be recognized at the May 4 SWIB meeting. Twelve one-stop systems have been certified since we began! ☂**



# More Updates

## Spring Technical Assistance and Training

By Suzanne Ferguson

The WIA Spring Technical Assistance and Training (TAT) Conference was held in beautiful Whitefish MT, April 3, 4 and 5. The WIA Unit provides two TAT Conferences a year, one in the Spring and one in the Fall.

A portion of WIA funding is reserved for States to provide Technical Assistance and Training to providers. Montana uses this money to host these two conferences each year. All of the WIA service providers from across the State are invited to attend along with any State Workforce Board member or any other partner in the system.

The turn-out for the conference was great despite the winter storm that passed through the central part of the State. We had approximately 120 people in attendance. The training included information on Common Measures; WIA unit updates on policy manual revisions; a WIRED update; the role of Economic Development in Workforce Development; a statewide performance update; high wage/high demand occupations; and a training session on how to have a "Crucial Conversation" with a participant, co-worker, or friend/family member.

The WIA Unit brought in two outside speakers to talk to the group on Common Measures. Vinz Koller, director for Training and Technical Assistance for Social

Policy Research Associates, is contracted by US Department of Labor to provide technical assistance to states on Common Measures. He spoke to the Adult and Dislocated Worker providers and was very well received. Many people would like to have him come back to Montana for further training. The Unit will look to bring him back in the future.

Diana Jackson, Director of LearningWork Connection at Ohio State University, spoke with the Youth providers on Common Measures. She provides technical assistance and training for youth providers across the nation. Ms. Jackson was also very well received and the providers asked to have her return to Montana for future training. We will work to bring Ms. Jackson back to Montana for future training opportunities.

The feedback from the TAT was very positive and the WIA Unit received some very good suggestions that we will incorporate into the next session.

Our next TAT conference is scheduled for this Fall and will be held in the Eastern part of the State. ☂

### Nifty Nuggets!!

Montana Department of Labor and Industry's Commissioner Keith Kelly provided some great facts to show that "Montana Is Open for Business"

Montana:

- Moved from 9th to 8th in the Nation this year in state tax climate index, per the Tax Foundation's measure.
- Ranked 8th lowest in state

- and local taxes as a percentage of state income, and 7th lowest for all taxes including federal by the Tax Foundation.
- Had the 3rd highest rate in the nation in wages in 2005.
- Had 2005 UI rate of 4%, and 2.8% unemployment rate—the lowest in history.
- Has the 8th fastest growing wages of the last 5 years.
- Has the 8th fastest growing economy as measured by

gross state product.

- Had a record number of jobs added in 2005.
- Is the least costly state to do business in.
- Received the first upgrade in state bond rating by Moody's in 26 years.

Yee-Haw! ☂



### Vision for 21st Century Apprenticeship

The Office of Apprenticeship (OA) has compiled information on various ways states have funded apprenticeship or integrated it into the workforce system. This information is based on a survey that was sent out to all State Apprenticeship Committee (SAC) and OA state directors and is being used (among other things) as examples for the WIA-apprenticeship integration Training and Employment Guidance Letter (TEGL) that is scheduled to be released this summer.

There are three overarching strategies:

- High-level policy where apprenticeship is included into state workforce plans at the Governors' and legislatures' levels.

- Structural integration where apprenticeship and WIA staffs are co-located in One-Stops or establish linkages among various departmental staffs to work collaboratively using apprenticeship as a workforce solution.
- Funding: Using WIA funds and other public monies to creatively support apprenticeship programs.

Although Registered Apprenticeship isn't a designated partner in WIA legislation, apprenticeship opportunities can be routinely integrated into the career guidance and career exploration services offered through the One-Stop Career Center system both virtually and as part of staffing to maximize and leverage resources. ☂

### Montana Awarded Disability Navigator Grant

The U.S. Department of Labor recently announced that Montana is one of 15 additional states, along with Puerto Rico, to receive a Disability Navigator grant. Montana's share of the nearly \$14.2 million being awarded is \$682,998 for a 2-year period. The purpose of the Disability Program Navigator initiative is to help states establish more streamlined and effective service delivery to assist individuals with disabilities in accessing employment through services and programs offered throughout the state's workforce system.

The primary required use of Navigator grant funds is focused on staff. Montana's initiative will

consist of part-time Navigators designated in each MACo District along with a more full time Lead Navigator to coordinate state level activities as well as training and technical assistance for the local Navigators.

The Statewide Programs and Oversight Bureau of the Department of Labor & Industry will administer the grant. The Bureau will implement the Navigator initiative through a sub-grant to the Job Service Field Operations Bureau. Local Navigators will be stationed out of a Job Service Workforce Center in each MACo District. ☂

## Important Information



Are you interested in making a positive impact on workforce development? I believe you are. You would not be a member of the State Workforce Investment Board, or an interested party to their activities if you did not want to see workforce development move forward in the State of Montana. The International Association of Workplace Professionals (IAWP) is an international professional organization that has been around since 1913, with many Chapters from virtually every state and many countries around the world.

I.A.W.P. has many benefits to offer its members, here are just a few:

- **Education and Training-** Education and training are offered at the local and state level, as well as on an international level. You may be interested in our Workforce Professional Development Program, which tests you on your level of understanding in four areas of workforce development. Grants and scholarships are available on a statewide and international basis.
- **Legislative Advocacy and Awareness-** With the help of a Washington, D.C. liaison, IAWP keeps members informed of legislation affecting the workforce profession, along with information on how to make yourself heard at the national level with your congressional delegation.
- **Workforce Professional-** The Workforce Professional

is a publication that is published six times a year, which focuses on providing the reader with practical information they can use in their everyday work life.

- **Networking-** IAWP gives you the opportunity to network with workforce professionals from your town, state, country or internationally.
- **Awards Program-** IAWP has a great awards program, designed to allow each state or country to honor their outstanding individuals for efforts in workforce development. The State winners proceed to the International competition. Montana has numerous International winners from previous years.

The great thing about IAWP is that you can be involved to the degree that you want. No one is going to pressure you to attend meetings, although we would love to see you take advantage of all that IAWP has to offer you.

Our Spring Educational Conference was held on April 27, 2007 in West Glacier at the Belton Chalet. We would love to see you at next year's conference!

For more information regarding IAWP on an International level, please visit:  
<http://www.iawponline.org/>

If you are interested in joining, or would like to talk to someone about Montana's Chapter of IAWP, please contact Deb Buxbaum at (406) 444-3351 or (406) 439-5055, or by e-mail at [dbuxbaum@mt.gov](mailto:dbuxbaum@mt.gov).

### Board Terms End Soon!

State Workforce Investment Board (SWIB) members serve two-year terms. The term for all SWIB members, except ad-hoc members, ends June 30, 2007. Members currently serving will not automatically continue into the next term. They must renew their appointment. SWIB staff would like to encourage current members to renew their appointment.

Submit your applications for appointment by:

- **Legislative Appointees:** Convey your intent to
  - Senate -President of the Senate
  - House - Speaker of the House
- **All other SWIB Members:** Convey your intent to Patti Keebler, Appointment Coordinator for the Governor by one of the following methods
  - Apply online at <https://app.mt.gov/cgi-bin/governor/appointment.cgi>
  - Sending an email to [Pkeebler@mt.gov](mailto:Pkeebler@mt.gov)
  - Calling Patti Keebler at 406.444.3862

**Individuals not appointed to the SWIB** that would like to be considered are encouraged to convey your wishes by any of the above methods.

**If you would like to recommend someone** to be considered for appointment to the SWIB, fill out the online form at <https://app.mt.gov/cgi-bin/governor/recommend.cgi> or email Patti at the above email address. Please be sure to reference the State Workforce Investment Board.

Don't delay - apply today! 🌸

### Apprenticeship Ad-Hoc Members

Jane Baker  
John E Cech  
Jason Miller  
Con Sullivan

### Youth Council Members

John Beaudry, Chair \*  
Natalie Barnes  
Marcy Buster  
Curt Campbell  
Dan Dolan  
Sara Fox  
Jake Gustin  
Tescha Hawley  
Jim McDonald  
Warren Means  
Mike Nephew  
Jim Patelis

### Health Care Task Force

Karen Sullivan, Chair \*  
Lisa Addington  
Beverly Barnhart  
Mike Downing  
Keith Kelly \*  
Deb Matteucci  
Scot Mitchell  
LeeAnna Muzquiz  
Wendy Palmer  
Cindy Stergar  
Pat Wise

\* Denotes SWIB Member

For a complete listing of committees and their members, please see the SWIB website at [www.swib.mt.gov](http://www.swib.mt.gov)

### Workplace Predators by Nan Russell

Polar bears are known for fierceness and lack of natural predators, although wolves and walrus can kill them. Feeding primarily on seals, the hungry bear featured in a recent episode of Planet Earth, happened on larger prey... [link to this article](#)

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